HUMAN RESOURCES

Compensation & Benefits

⇨ **Departmental Goal:** To provide quality health and welfare programs.

County-wide Goal: *County Resources*

1165

▶ **Objective:** Annually, maintain cost for medical and pharmacy insurance under a 15% trend.

→ **Measure:** Percentage of medical and pharmacy insurance cost.

▷ **Strategy:**

7165

Adjust plan design and premium.

Target / Benchmark :				
FY13/14	FY14/15	FY15/16	FY16/17	FY17/18
15%	15%	15%	15%	15%

County-wide Goal: *County Resources*

1166

▶ **Objective:** Complete 100% of strategies to maintain and improve health and welfare programs by FY2018.

→ **Measure:** Percent of strategies completed.

▷ **Strategy:**

7166

1) Confer with consultant/Third Party Administrator (TPA) quarterly on health and welfare programs to monitor claim status 2) Identify programs for health and welfare 3) Identify costs for health and welfare programs 4) Consult with employee health team committee and various other boards 5) Implement programs county wide.

Target / Benchmark :				
FY13/14	FY14/15	FY15/16	FY16/17	FY17/18
100%	100%	100%	100%	100%

HUMAN RESOURCES

Compensation & Benefits

County-wide Goal: *County Resources*

1164

▶ **Objective:** Process 100% of enrollment forms within 10 business days of receipt by 2018.

→ **Measure:** Percentage of enrollment forms processed within 5 days of receipt.

▷ **Strategy:**

7164

Implement an electronic enrollment process/self service system.

Target / Benchmark :				
FY13/14	FY14/15	FY15/16	FY16/17	FY17/18
75%	75%	85%	95%	100%

Employee Development

⇨ **Departmental Goal:** To have a well trained workforce.

County-wide Goal: *County Resources*

1160

▶ **Objective:** Increase and maintain the number of classes offered for employee professional growth to 150 by 2014.

→ **Measure:** Number of classes offered.

▷ **Strategy:**

7160

Continue to increase the number and variety of classes offered.

Target / Benchmark :				
FY13/14	FY14/15	FY15/16	FY16/17	FY17/18
150	150	150	150	150

Employee Development

County-wide Goal: *County Resources*

1163

▶ **Objective:** Increase and maintain the topics of training conducted offsite to 1 per quarter by 2014.

→ **Measure:** Number of offsite trainings provided per quarter.

▷ **Strategy:**

7163

1) Research and expand topics of training courses 2) Continue professional development for staff to achieve certification training for various topics 3) Continue conducting training courses offsite.

Target / Benchmark :				
FY13/14	**FY14/15**	**FY15/16**	**FY16/17**	**FY17/18**
4	4	4	4	4

Employee Relations

⇨ **Departmental Goal:** To secure and maintain positive interdepartmental relations throughout Yuma County.

County-wide Goal: *County Resources*

1170

▶ **Objective:** Annually, respond to disciplinary issues within 8 business days of notification 100% of the time.

→ **Measure:** Percent of time disciplinary issues are responded to within 8 business days of notification.

▷ **Strategy:**

7170

Collaborate with departments to resolve all employee-employer problems at the lowest administrative level within 8 business days of notification.

Target / Benchmark :				
FY13/14	**FY14/15**	**FY15/16**	**FY16/17**	**FY17/18**
100%	100%	100%	100%	100%

HUMAN RESOURCES

Recruitment & Retention

⇨ **Departmental Goal:** Attract and retain highly qualified employees.

County-wide Goal: *County Resources*

1150

▶ **Objective:** Maintain turnover at 2% or less until 2015.

→ **Measure:** Percentage of turnover.

▷ **Strategy:**

7150

Continue to evaluate the County's retention strategies, such as the Attorney Loan Repayment Assistance Program, tuition reimbursement, increased training opportunities, career development for supervisors and managers, and secure competitive benefits.

Target / Benchmark :				
FY13/14	FY14/15	FY15/16	FY16/17	FY17/18
2%	2%	2%	2%	2%

County-wide Goal: *County Resources*

1151

▶ **Objective:** To complete 100% of strategies to reduce time to hire by 2018.

→ **Measure:** Percentage of strategies completed.

▷ **Strategy:**

7151

1) Evaluate the County's recruitment tools 2) Identify hard dollar costs associated with paper, printing, postage, photocopying, server's space, and HR and IT staff hours 3) Consult with IT and other stakeholders 4) Integrate technology into processes and procedures 5) Educate and train staff 6) Implement County wide.

Target / Benchmark :				
FY13/14	FY14/15	FY15/16	FY16/17	FY17/18
35%	95%	100%	100%	100%